



UNITED STATES MARINE CORPS
MARINE CORPS LOGISTICS COMMAND
814 RADFORD BOULEVARD
ALBANY, GEORGIA 31704-0301

IN REPLY REFER TO:

12713

L09-3

8 Mar 04

POLICY STATEMENT 1-04

From: Commanding General

To: Distribution

Subj: EMPLOYMENT OF DISABLED VETERANS AND INDIVIDUALS WITH
DISABILITIES

Ref: (a) MCO 12713.8

1. Situation. Marine Corps Logistics Command is committed to ensuring that equal employment opportunity is provided to all persons with disabilities, including those who become disabled after appointment; and that qualified disabled persons have the opportunity to be hired, placed, promoted, and reasonably accommodated. Reference (a) defines "disabled veteran", "qualified disabled person" and "reasonable accommodation".

2. Cancellation. Policy Statement 5-01 dated 19 October 2001.

3. Mission. To support the DoD-wide initiative to increase employment of individuals with disabilities and disabled veterans by providing equal opportunity and affirmative employment.

4. Execution

a. Managers and supervisors shall give full consideration to the employment, utilization, and subsequent advancement to individuals with disabilities and disabled veterans, especially those whose disabilities are particularly challenging.

b. Managers and supervisors will identify positions for which individuals with disabilities and disabled veterans can be considered. This responsibility includes the following:

(1) Ensuring that there are no artificial architectural barriers that would impede any individual from employment in any given area.

(2) Ensuring that duties and responsibilities are based upon actual requirements for optimum mission accomplishment.

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(3) Developing realistic physical standards, which accurately reflect duties that could be performed without hazard to the individual concerned or to fellow employees.

(4) Creating a favorable climate among the workforce for initial employment, effective utilization, and subsequent advancement of such individuals by ensuring that apprehensions based upon lack of knowledge or prejudices are removed.

(5) Taking positive actions to place qualified individuals with disabilities and disabled veterans into positions aboard this Command. Managers and supervisors are encouraged to use the Consolidated Civilian Training Program and the Student Educational Employment Program to employ individuals with targeted disabilities.

(6) Providing reasonable accommodations to disabled veterans and individuals who are qualified or qualifiable persons with disabilities.

c. Managers and supervisors shall be thoroughly familiar with this Policy and the guidelines set forth above to carry out the spirit and intent for employment of individuals with disabilities and disabled veterans.

5. Command and Signal

a. Command. This Policy Statement is applicable to Marine Corps Logistics Command.

b. Signal. This Policy Statement is effective the date signed.

(Signed)
A. H. SASS
Chief of Staff

Distribution: A